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ABSTRACT

The intent of this study was to determine the characteristics of trustees in Association of Community College Trustees (ACCT) member institutions in 1976. The most recent inventory of college boards of trustees was conducted in 1967 by the Educational Testing Service (ETS), but only 20% of the two-year public and private institutions were included in the study sample. The ETS study found: "In general, trustees are male, in their 50's, white, well educated, and financially well off.... As a group, they personify 'success' in the usual American sense of that word." It was hypothesized that if the community and junior colleges represent the innovation, opportunity, and freedom they espouse, then the characteristics found for the community college trustee should vary from those in the ETS study. Forty-two percent of the 323 ACCT member schools were surveyed and 72% responded. The results of this study show the demographic data reported to be aligned with that determined by the ETS study in 1967: 92% of the trustees were white, 85% were male, 90% were married, 59% earned more than $20,000 per year, 74% resided in either urban (34%) or suburban (40%) areas, 69% were Protestants, 39% held postsecondary degrees, and only 7% had no children. Tables comparing ETS data to that obtained in this study and the study survey instrument are included. (JDS)

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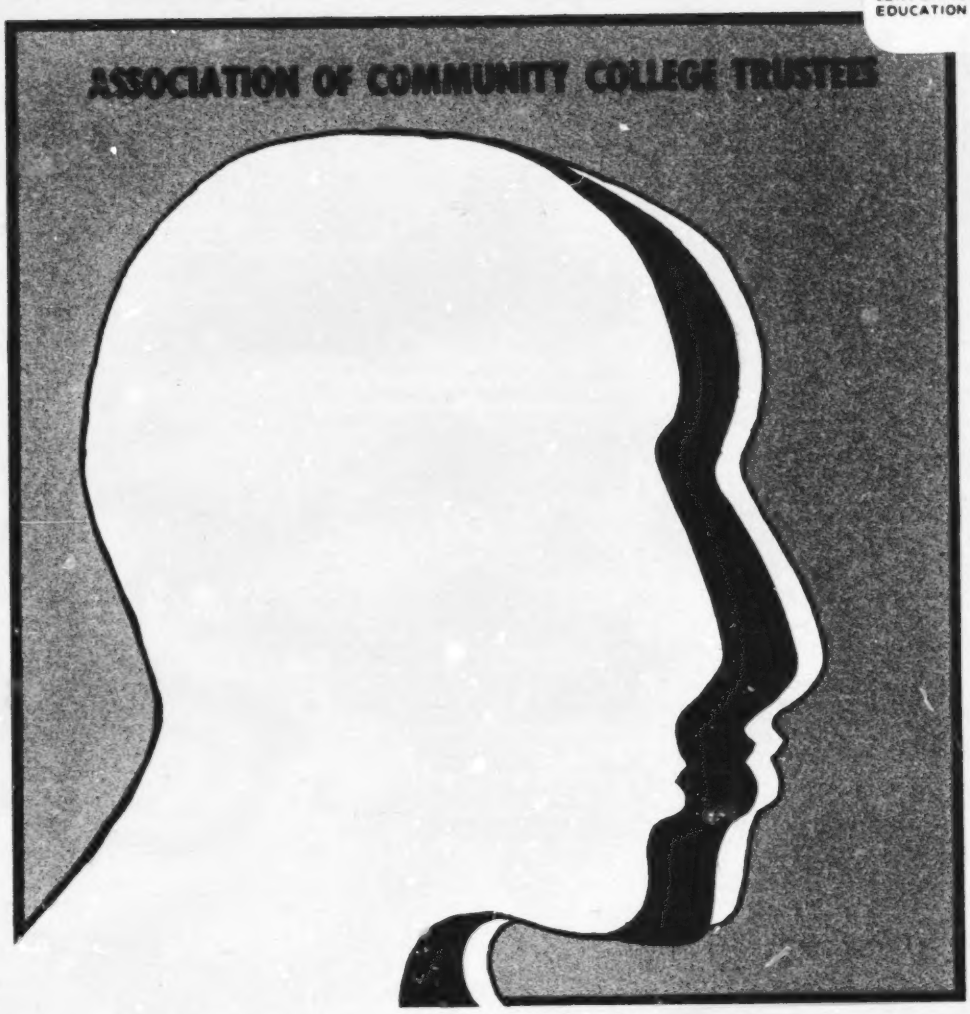


# THE TRUSTEE PROFILE OF 1976

ACCT

JC 740 458

THE TRUSTEE PROFILE OF 1976

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# THE TRUSTEE PROFILE OF 1976

A study to determine the representation of demographic characteristics on the Association of Community College Trustees boards of trustees.

by

Gale Grafe

Association of Community College Trustees Intern

Graduate Student at

George Washington University

Washington, DC

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A special word of appreciation to all those individuals who helped make this monograph possible. I am especially indebted to Victoria Dziuba, for all of her suggestions and her consistent offering of time and understanding. Marilyn Blocker was a wealth of knowledge about both ACCT and general procedural matters. The Executive Director, Bill Meardy, and the entire staff of the Association of Community College Trustees were uniformly supportive. And most of all, many thanks to all of the Board Secretaries who completed the questionnaires.

## INTRODUCTION

The most recent* inventory of college boards of trustees was conducted in the fall of 1967 by the Educational Testing Service (see bibliography). At that time, a questionnaire was sent to over 500 colleges' boards to determine trustee biographical characteristics and individual attitudes. The study (while approaching all Ph.D. - granting universities, 10% of all private, non-doctorate granting universities, 60% of all public four year institutions, 30 % of all private four year institutions) only contacted 20 % of two year public and private institutions.

While the ETS Study is quite comprehensive and informative, it admittedly is disproportionate to the number of students attending the various categories of institutions. The study reported in this paper was conducted for three reasons. As stated, the most recent research is already nine years old, a length of time in an era marked by change. No research was found that has been conducted solely on the community and junior college trustee, a group certainly not well represented in the ETS study. Lastly, because the community-oriented trustee is assumed to be of a different nature, there have been many requests to determine the profile of the community college trustee.

The 1967 ETS survey found the following: "In general, trustees are male, in their 50's, white (fewer than 2% Negro), well-educated, and finacially well off. They occupy prestige occupations, frequently in medicine, law and education, but more often as a business executive. As a group, then, they personify "success" in the usual American sense of that word." If the community and junior college represents the innovation, opportunity, and freedom they espouse, the statistics found for the community college trustee should vary from those found in the ETS study. In addition, it is proposed that the statistics should also be at variance with those found for the segment of trustees making up the "Public Junior College" segment of the ETS study, due to the progress of the intervening nine years.

*Other studies, such as "The Effective College and University Board: A Report of a National Survey of Trustess and Presidents - 1974" have included some common variables, but none could be found with the specified purpose detailed in this study.

## PURPOSE

The Purpose of the study enclosed in this report was to assess, through a survey of the demographic characteristics of the sampled trustees, the profile of the Assocation of Community College Trustees' trustee of 1976.

## INSTRUMENT

The instrument used in this study was a one-page questionnaire designed to determine the following demographic characteristics about the trustees: sex, marital status, number of children, geographical residence, age, ethnic origin, salary income per trustee, religion, amount of formal education earned, and the professional orientation of the trustee. Each questionnaire was only identifiable to the state within which the board operated, and the following information concerning the board as a whole was requested: student enrollment; public or private orientation; whether the board was elected or appointed; whether the board members were salaried for their participation; the number of board members; the number of hours expected of each board member per month, as well as the average usually devoted. Space was provided for the individual completeing the questionnaire to add anything he/she felt unique to that board. A copy of the questionnaire is attached.

## METHOD

A copy of the questionnaire was sent to the secretary of the board of trustees of each school used in the sample. Attached to the questionnaire was a cover letter requesting the secretary to estimate, to the best of his/her knowledge, the number of trustees on the board that would fall into each of the categories presented for each of the variables listed in the instrument. Also attached to each questionnaire was an envelope addressed to the Association of Community College Trustees to facilitate and expedite the return of the questionnaires.

## SAMPLE

It was the intent of the author to obtain a random sample that would proportionately represent all of the states that contain boards of trustees that are members of the Association of Community College Trustees. In order to accomplish this, the sampling was addressed according to individual states. The intention was to randomly select a sample containing one half of the population of ACCT members. Thus, one half of the colleges represented at ACCT, by state, were chosen at random for the survey. An exception was made for those states containing only one to four colleges in ACCT in order to better insure their participation in the study. If a state had only two representatives, both were sent questionnaires; if three colleges, two were sent; and if four, three were sent. A total of 195 questionnaires were mailed to individual ACCT member boards.

## RESULTS

In order to complete the study, April 30, 1976 was used as a cutoff date for receipt of the completed questionnaries. At this time, a total of 140 questionnaires had been returned, a return rate of 72%. Four of these questionnaires were inappropriate for the study, leaving a final study of 136 questionnaires. The sample of 136 schools represents the total of 323 institutions that are members of ACCT, a sample of 42% of the total school population. The following states were not represented in the sample (due to a lack of response): Alabama, Alaska, Arizona, Delaware, Kentucky, and Montana. A total of 33 states were represented in this study, with six questionnaires not identifiable with a particular state also being included in the total figures.

Of the 136 schools represented in the study, two are private while the other 134 are public institutions. Board members are elected in 83 of the schools, and are appointed in 53 schools. Thus, 39% of the board members are appointed and 61% are elected.

It was found that 90% of the schools studied, or a total of 123 schools, are not salaried for their participation on the board of trustees while 10%, or 13 schools, are salaried. Only five states contain schools that allot their board members monies for their service. A school in Louisiana pays its members $350.00 a month and a school in Georgia pays its members $100.00 a month. A school in Mississippi pays $22.50 per meeting in addition to mileage while a school in Oklahoma pays $20.00 a meeting plus mileage. In California, seven schools pay $20.00 per meeting, one pays $35.00 per meeting, and one pays $480.00 per year.

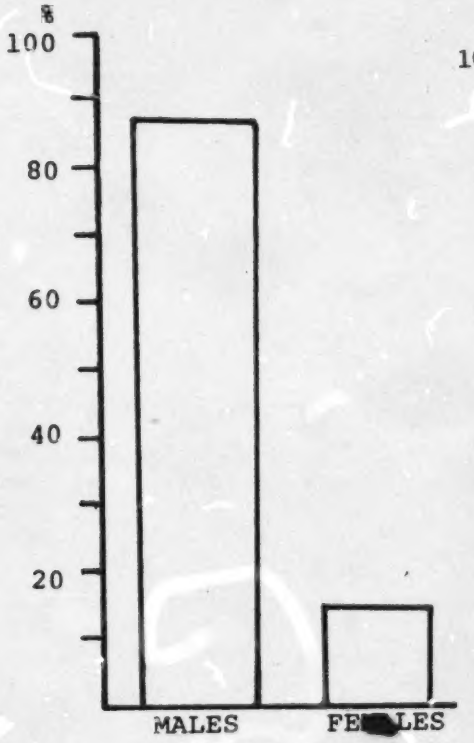
The number of individuals acting as members of boards of trustees per school varied widely, with the most common number (47 schools) being 7 trustees. The remaining boards were divided as follows, concerning the number of members on their respective boards: 25 schools have a five-member board, 12 have a six-member board, (again, 47 have a seven-member board), 6 have an eight-member board, 23 have a nine-member board, 6 have an 11-member board, 14 have a thirteen-member board, one has a fourteen-member board, and two have fifteen-member boards. A graph of the distribution is attached.

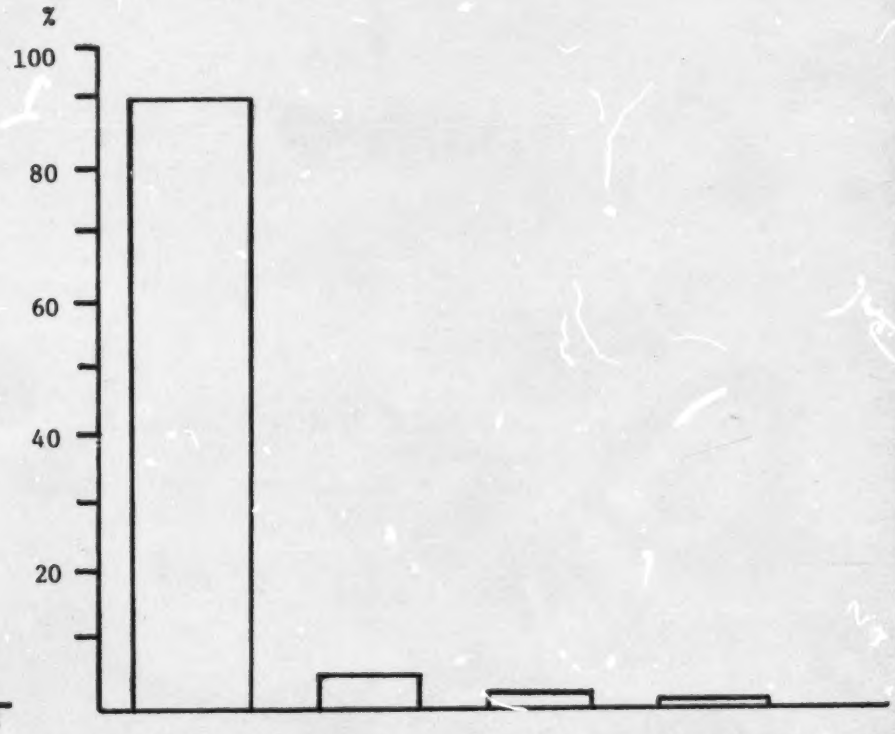
Also at great variance was the minimum number of hours expected per month to be devoted to the board work by each trustee member. They are as follows:

(Continued on following page)

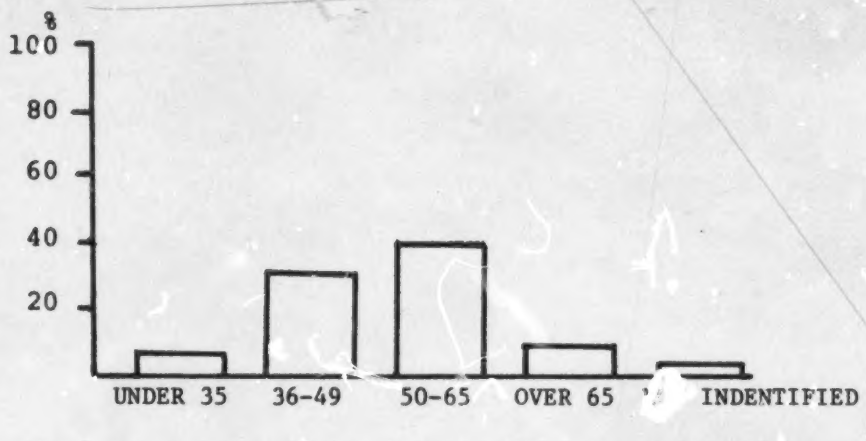
| Hours (Minimum) | No. of Boards | Hours (Minimum) | No. of Boards |
|---|---|---|---|
| 1 | 1 | 9 | 1 |
| 2 | 13 | 10 | 21 |
| 3 | 12 | 12 | 5 |
| 4 | 22 | 14 | 1 |
| 5 | 17 | 15 | 5 |
| 6 | 15 | 16 | 2 |
| 7 | 1 | 25 | 1 |
| 8 | 14 | 30 | 1 |
| Not Identified | 4 | | |

The 136 institutions utilized in this study represent 1059 individual board members. Of these, 161 or 15% are females. Of this population, 952 individuals or 90% are married, while 58 or 6% are single, 33 or 3% are widowed, and 16 or 1% were not identified as to marital status. See below:

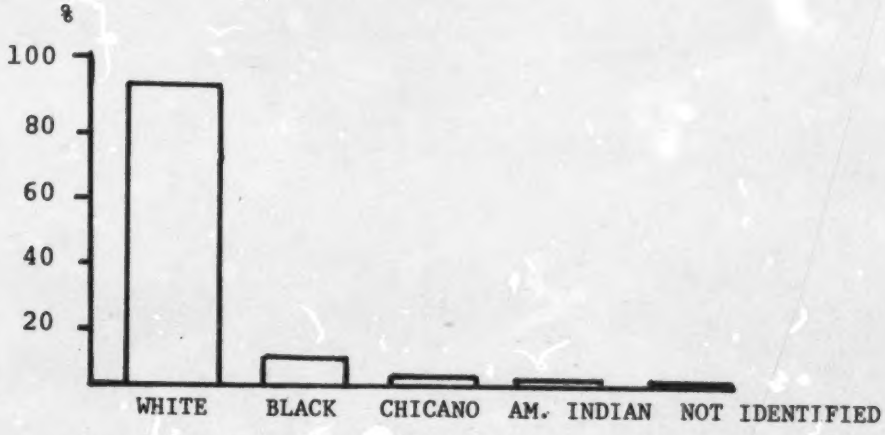


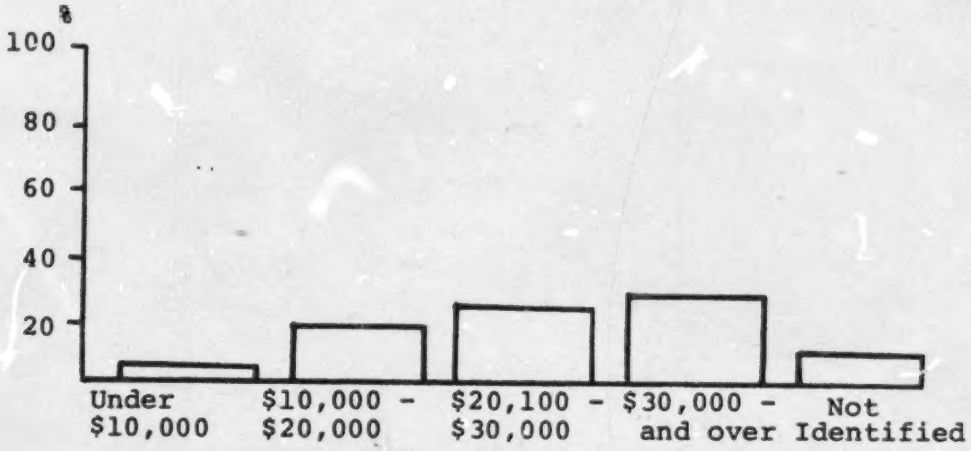

Furthermore, the study shows that 6% or 66 trustees are less than 35 years old, while 37.5% or 393 are ages 36 - 45, 43.5% or 457 people are ages 50 - 65, and 8% or 84 people are over 65 years of age. A total of 59 or 5% were not included on this statistic. (See graph on following page.)



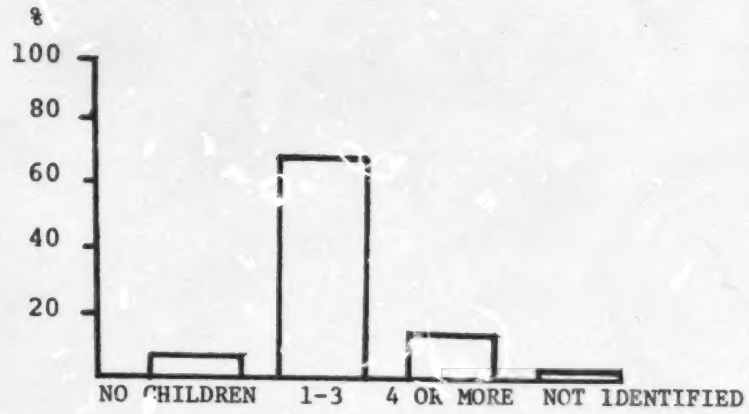

The variable that was most weighted according to percentages was that of ethnic origin. Of the population sampled, 92% (979 individuals) are white, with 68 Black trustees comprising 7% of the sample, 7 Chicanos as .6%, 3 American Indians or .2%, and two individuals simply listed as "other".



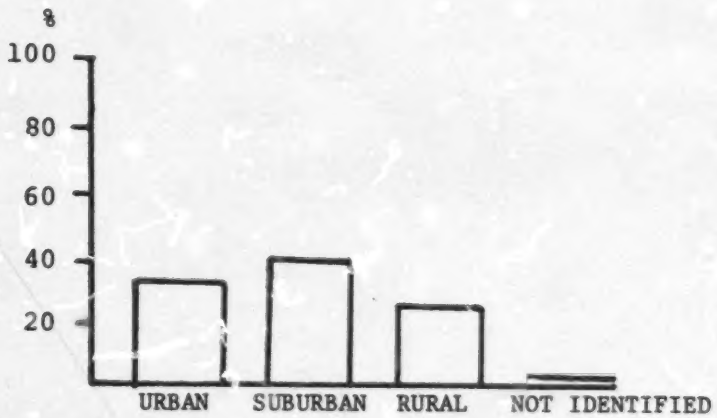

While 15% of the sample or 168 individuals are not included in the categories listed for estimated income, the results of those involved are as follows: 50 individuals or 5% earn less than $10,000 a year, 228 or 21% earn between $10,100 and $20,000, 288 or 28% earn $20,100 to $30,000, and 325 or 31% earn more than $30,000 per year.



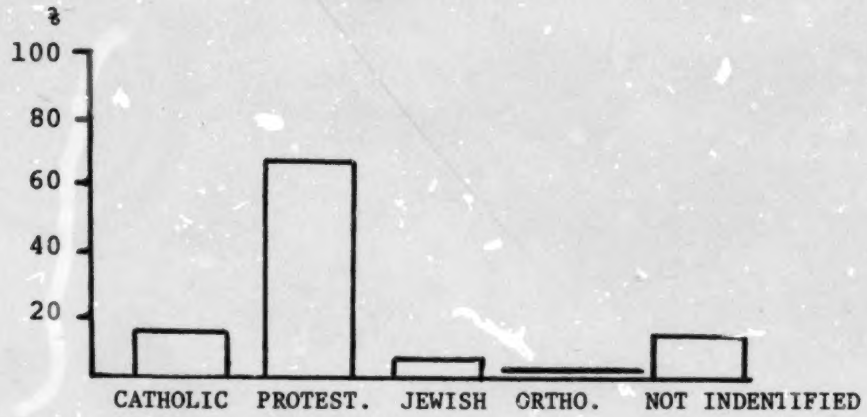
A total of 68 individuals in the sample have no children, representing 7% of the total sample. The majority, 720 individuals or 68% have one to three children, and 16% or 174 have four children. Ninety-seven individuals or 9% were not represented in this variable.



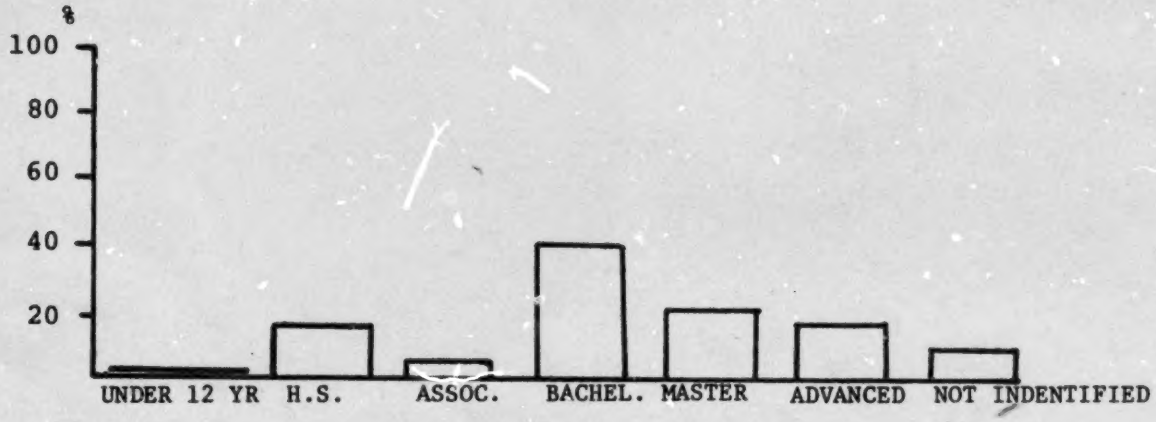

The variable on which the trustees were most evenly distributed is that of geographical location of residence. Of them, 358 or 34% reside in urban areas; 422 reside in suburban areas, a 40% portion of the sample; 263 live in a rural area, representing 25% of the sample; finally, 16 individuals were not classified in this realm.



Another heavily weighted category was that of religion. The category was not completed for 148 or 14% of the population; 729 or 69% are Protestants, 144 or 14% are Catholic, 36 or 3% are Jewish, and 2 or .2% are Orthodox.




The Bachelor's degree was most often the highest amount of formal education received by a trustee, with 39% or 407 members of the sample population. Of the remaining members, only 3 or .3% had stopped before finishing high school. Another 163 or 16% stopped after completion of high school, while 56 or 5% earned an Associate's degree, 210 or 20% earned a Master's degree, 154 or 14% earned a doctorate or degree of advanced learning, and 66 or 6% were not represented.



Because of the variety and diversity of occupational fields represented by the trustee members, they will simply be listed, with the number in each field directly following the category.

| | | | |
|---|---|---|---|
| Education | 141 | Religion | 7 |
| Private Business | 234 | Utilities | 6 |
| Law | 85 | Social/Community Serivices | 3 |
| Medicine | 78 | Local Government | 5 |
| Pharmacy | 2 | Newspaper/Publisher | 5 |
| Dentistry | 4 | Stock Ranchers | 2 |
| Veterinarian | 2 | Logging | 1 |
| Optomertrist | 2 | Student | 1 |
| Hospital Administrator | 1 | Receptionist | 1 |
| Retail Business | 96 | Real Estate | 6 |
| Agriculture | 67 | Police | 1 |
| Banking | 55 | Labor/Union Reps | 6 |
| Insurance | 33 | Unemployed | 3 |
| US Government | 21 | YMCA | 1 |
| State Government | 22 | Investment Broker | 1 |
| Political | 6 | Public Relations | 1 |
| Housewife | 30 | Oilfield Rep | 1 |
| Retired | 36 | Service Industry | 1 |
| Industry | 25 | Wholesale | 1 |
| Manufacturing | 11 | Chemistry | 2 |
| "Other" | 37 | Engineering | 4 |

## DISCUSSION

Below is a table summarizing, by percentage, the common demographic variables used in the 1967 ETS Study and the 1976 ACCT Study:

a. All trustees in 1967 ETS Study
b. All public junior college trustees in 1967 ETS Study
c. All ACCT trustees in the 1976 study

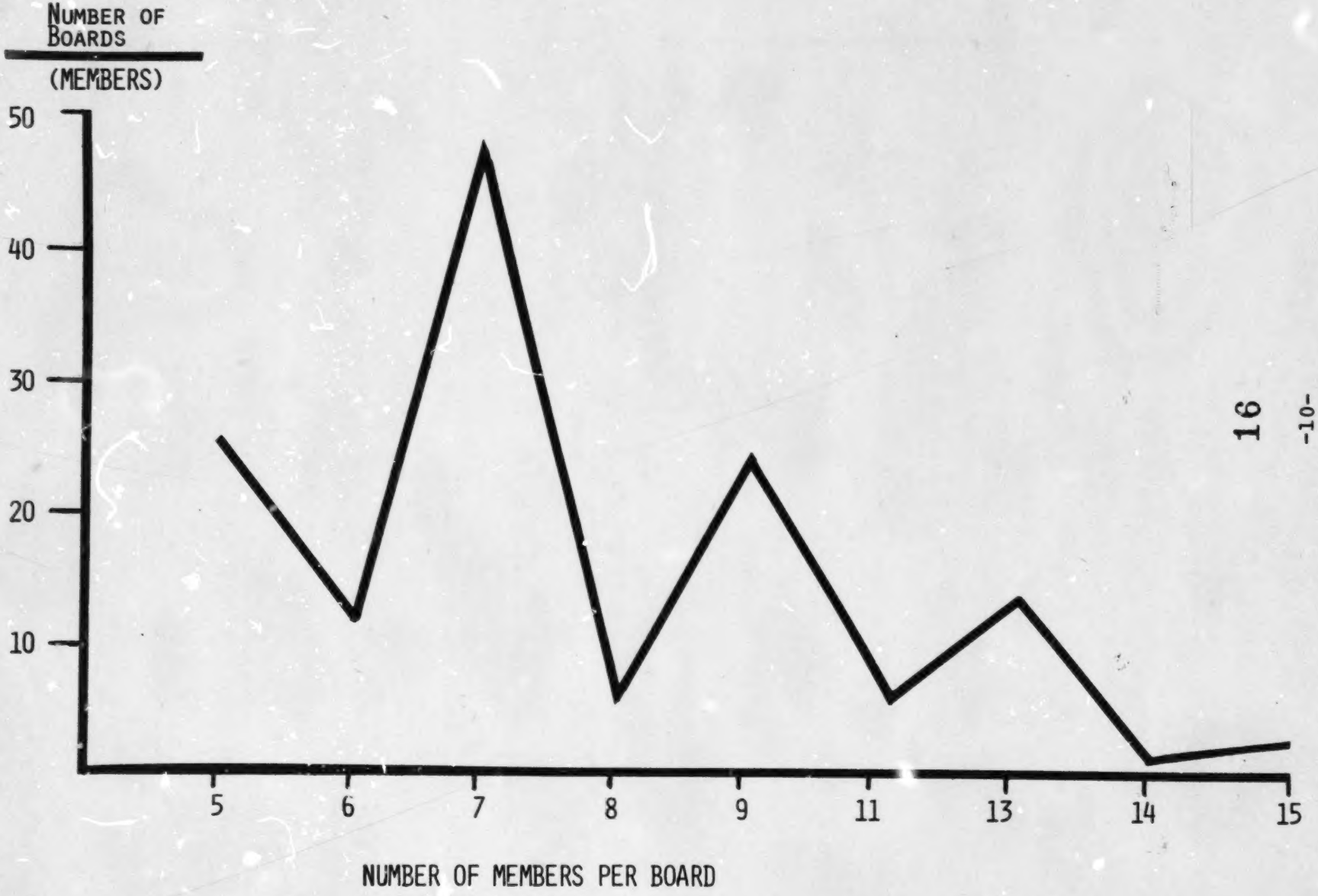
| | PERCENTAGE | | |
|---|---|---|---|
| | FULL ETS STUDY | ETS-COM. COLLEGE | ACCT STUDY |
| SEX: | | | |
| MALE | 86 | 85 | 85 |
| FEMALE | 13 | 14 | 15 |
| RACE: | | | |
| CAUCASIAN | 96 | 95 | 92 |
| BLACK | 1 | 2 | 7 |
| OTHER | 0 | 0 | 12 |
| FORMAL EDUCATION: | | | |
| LESS THAN 12 YEARS | 1 | 2 | .3 |
| HIGH SCHOOL GRADUATE | 10 | 26 | 16 |

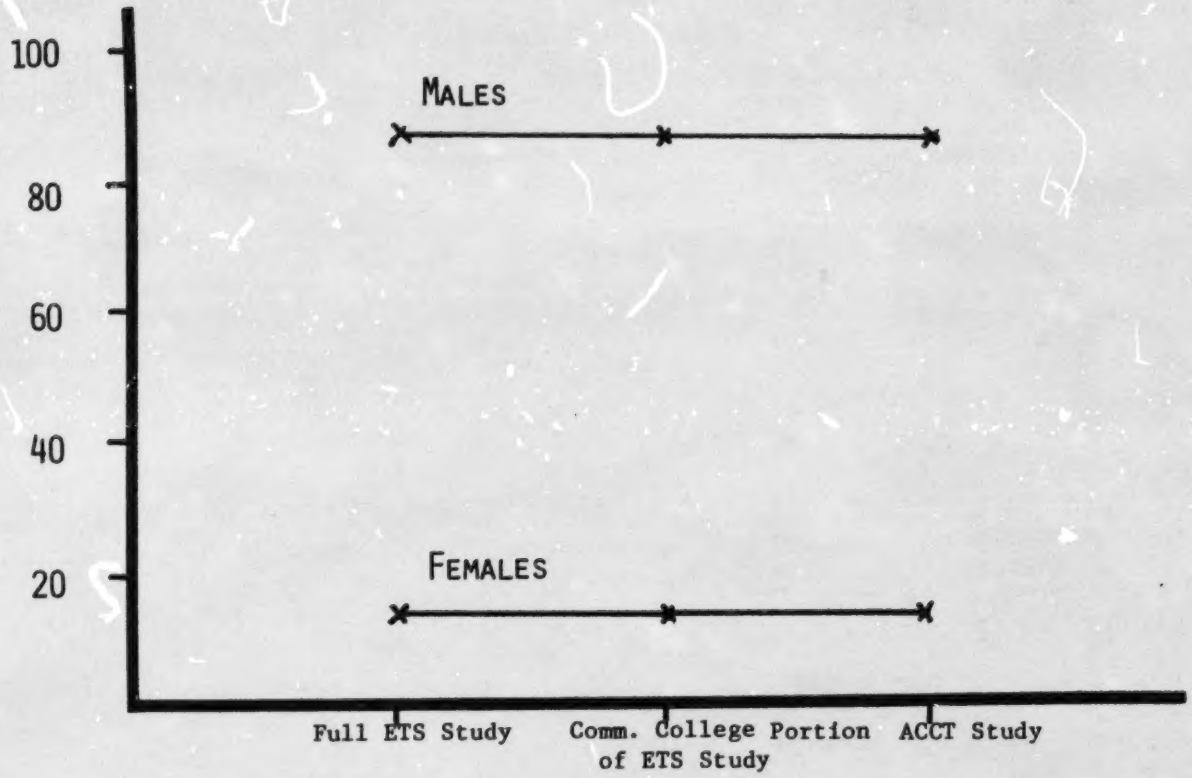
FORMAL EDUCATION, Cont'd.

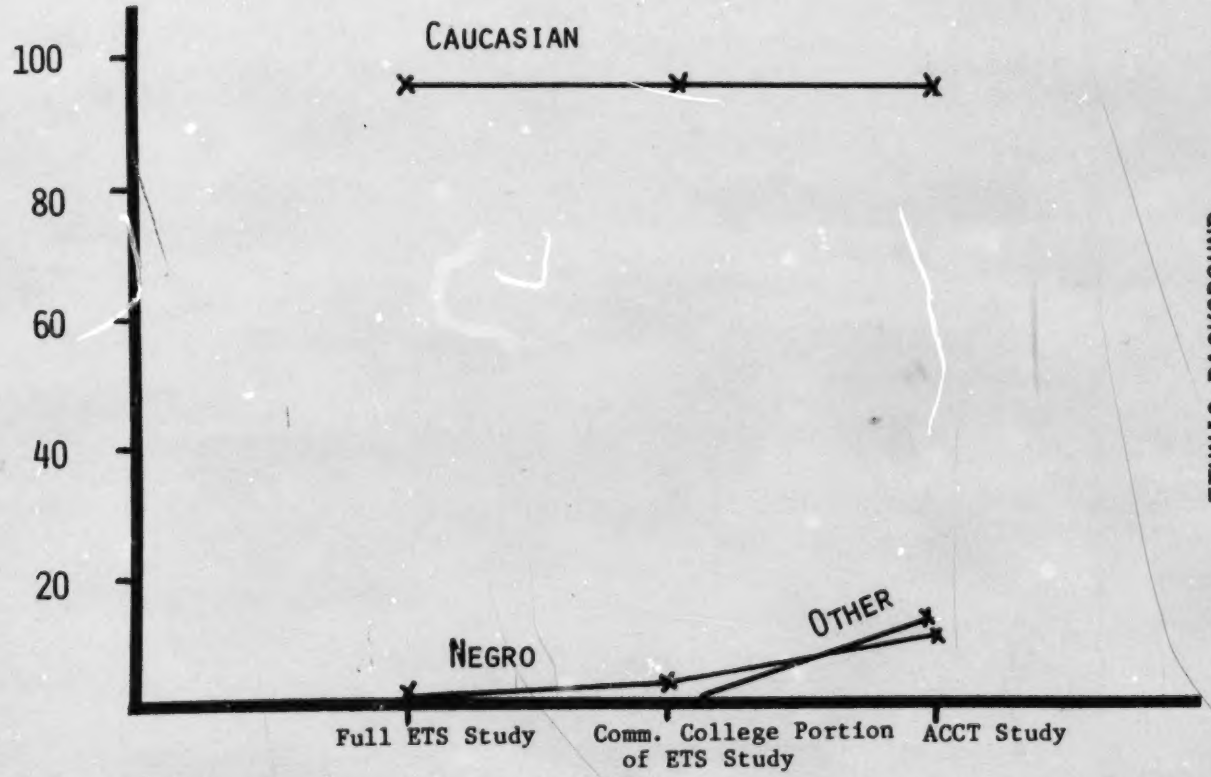
| | FULL ETS STUDY | ETS-COM. COLLEGE | ACCT STUDY |
|---|---|---|---|
| JUNIOR COLLEGE | 1 | 2 | 5 |
| BACHELOR'S | 34 | 36 | 39 |
| MASTER'S | 14 | 10 | 20 |
| ADVANCED DEGREE | 35 | 21 | 14 |
| | | | 6 Not Indentified |
| RELIGION: | | | |
| PROTESTANT | 75 | 77 | 69 |
| CATHOLIC | 17 | 11 | 14 |
| JEWISH | 4 | 7 | 3 |
| OTHER | 4 | 4 | 17 |

As established earlier, the intention of this study was to determine the characteristics of the Association of Community College Trustees board members in 1976, and to assess the discrepency between this overview and that reported by the Educational Testing Service in 1967. It was hypothesized that the profile would have changed considerably, due to both the passing of time and to the concentration on a specific group: two-year colleges represented in ACCT. The results of this study show the demographic data reported to be aligned with that determined by the ETS Study in 1967.

The study reported herein was based on the estimates delivered by the trustee board secretaries. To determine more detailed findings, a study polling individual trustess could be performed.


NUMBER OF BOARDS
(MEMBERS)
50
40
30
20
10
5
6
7
8
9
11
13
14
15
NUMBER OF MEMBERS PER BOARD


100
80
60
40
20
MALES
FEMALES
SEX
Full ETS Study
Comm. College Portion of ETS Study
ACCT Study


100
80
60
40
20
CAUCASIAN
OTHER
NEGRO
ETHNIC BACKGROUND
Full ETS Study
Comm. College Portion of ETS Study
ACCT Study

TO: The Secretary of the Board of Trustees

FROM: Gale Grafe
Assistant to the Director of Trustee Services

RE: Trustee Profile Study

DATE: March 15, 1976

Your board has been chosen to be a representative in a study that is being conducted by ACCT to determine the profile of the 1976 Trustee of an ACCT two-year postsecondary institution.

We would appreciate it if you would take a few minutes of your time to complete the enclosed questionnaire concerning the composition of your board of trustees. For each category, please note the number of board members that is appropriate. If necessary, please estimate, since a quick response must take precedence.

Enclosed please find a self-addressed stamped envelope to facilitate your return of the questionnaire.

Thank you!

Enclosures

## PROFILE OF THE 1976 ACCT TRUSTEE*

Upon completion please return to: Association of Community College Trustees
955 L'Enfant Plaza, S.W.
Suite 1406
Washington, D.C. 20024

I. INSTITUTIONAL INFORMATION:

State _____ Student Enrollment - Full Time _____ Orientation - Private _____
Part Time _____ Public _____

Are the board members ____elected or ____appointed?
Are the members salaried? ____No; ____Yes - Amount _____
Number of board members ____

II. DEMOGRAPHIC INFORMATION:

Directions: In each of the categories, please indicate the number of board members applicable to each category.

| SEX | | MARITAL STATUS | | NUMBER OF CHILDREN | | GEOGRAPHICAL RESIDENCE | |
|---|---|---|---|---|---|---|---|
| Females | ____ | Single | ____ | 0 | ____ | Urban | ____ |
| Males | ____ | Married | ____ | 1-3 | ____ | Suburban | ____ |
| | | Widowed | ____ | 4 and over | ____ | Rural | ____ |

| AGE | | ETHNIC ORIGIN | | SALARY INCOME PER TRUSTEE | |
|---|---|---|---|---|---|
| Under 35 | ____ | White | ____ | Under $10,000 | ____ |
| 36 - 49 | ____ | Black | ____ | $10,100 - 20,000 | ____ |
| 50 - 65 | ____ | Chicano | ____ | $20,100 - 30,000 | ____ |
| Over 65 | ____ | American Indian | ____ | Over $30,000 | ____ |
| | | Other | ____ | | |

| RELIGION | | AMOUNT OF FORMAL EDUCATION | | PROFESSIONAL ORIENTATION | | | |
|---|---|---|---|---|---|---|---|
| Catholic | ____ | Under 12 years | ____ | U.S. Government | ____ | Law | ____ |
| Protestant | ____ | High School Diploma | ____ | State Government | ____ | Medicine | ____ |
| Jewish | ____ | Associate Degree | ____ | Retail Business | ____ | Education | ____ |
| Orthodox | ____ | BA/BS Degree | ____ | Political | ____ | Banking | ____ |
| Other | ____ | MA/MS Degree | ____ | Insurance | ____ | Private Business | ____ |
| | | Doctorate | ____ | Agriculture | ____ | | |
| | | | | Other _____ | | | |

III. TRUSTEE OBLIGATION:

Number of hours per month expected of trustee ____
Number of hours per month devoted, on the average, by the trustee ____

Note: Please add anything you feel is unique to your board.

*For your information full details of this study will appear in a future issue of the ADVISOR.

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LOS ANGELES

OCT 1 1976

CLEARINGHOUSE FOR
JUNIOR COLLEGES